

1-15-1986

CWU Faculty Senate Minutes - 01/15/1986

Sue Tirotta

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REGULAR FACULTY SENATE MEETING
Central Washington University

January 15, 1986

Presiding Officer: Beverly Heckart
Recording Secretary: Sue Tirotta

Meeting was called to order at 3:10 p.m.

ROLL CALL

Senators: All Senators or their Alternates were present except Clark, Fairburn, Gookin, Mitchell, Peterson and Rust.
Visitors: Dale Comstock, Don Schliesman, Kent Richards, Lynel Schack.

CHANGES TO AGENDA

- Add 12/26/85 letter from Dean Stinson to Communications.
- Add report on SCAN telephone system to Chair's Report.
- Change order of reports as follows: 1) Chair, 2) Academic Affairs Committee, 3) Code Committee, 4) Personnel Committee, 5) Curriculum Committee, and 6) Budget Committee.

APPROVAL OF MINUTES

*MOTION NO. 2459 Don Black moved and Phil Backlund seconded a motion to approve the minutes of the December 11, 1985 meeting as distributed. Motion passed.

COMMUNICATIONS

Libby (Nesselroad) Street reported the following correspondence:

- 12/10/85 letter from Anne Denman, Chair, Anthropology Department, announcing resignation of Clay Denman as Senator and requesting restructuring of the Faculty Senate for increased efficacy; referred to Code Committee.
- 12/26/85 letter from Dean Stinson, Professor Emeritus, suggesting reorganization of the academic calendar; referred to Executive Committee.
- 12/31/85 letter from Jimmie Applegate, Dean of School of Professional Studies, regarding eligibility of non-tenured and specially appointed faculty for merit & professional growth increases and promotion; referred to Code Committee.

REPORTS

1. CHAIR

- Chair Heckart reminded the Senate that, due to the 1984 Bylaws change, the results of departmental elections for Senators beginning their term in Fall 1986 must be received in the Faculty Senate Office by February 15, 1986; election of the 1986-87 Senate Executive Committee will take place at the last meeting of Winter quarter, March 12, 1986.
- There is no appreciable legislative news regarding proposed faculty salary increases, collective bargaining, and summer school funding.
- The Council for Post-Secondary Education (CPE) was replaced by the Higher Education Coordinating Board (HECB) effective January 1, 1986; the HECB is in the process of hiring an Executive Director.
- The Superior Court of Kittitas County has found in favor of G.Z. Refai in the Refai vs. Central Washington University court case; the state plans to appeal this decision in the 3rd District Court of Appeals/Spokane.
- The renovation/demolition of Edison Hall will be placed under Old Business on the January 29, 1986 Senate meeting agenda (refer to Motion No. 2392, passed by Faculty Senate on 5/22/85: The Senate asks the administration to reconsider demolishing Edison Hall if the cost of bringing it up to minimum fire code compliance is within 5% of the estimated cost of demolishing the building).

**** Facilities Planning Director Donn Rothe will be available at the 1/29/85 meeting to answer any questions regarding this issue.

Packets containing information on Edison Hall, including the most recent architects' reports, are available for review at the Library Reference Desk, Faculty Senate Office (open 8-12 daily), and Facilities Planning Office/Physical Plant. It should be noted that money has been set aside by the university for the demolition of Edison Hall and can be used for that purpose with the permission of the Office of Financial Management.

The item will be placed on the Board of Trustees' agenda for February 21, 1986. ****

1. CHAIR, continued

-All faculty should be aware that SCAN telephone system charges begin when the authorization number is dialed, regardless of whether or not a connection is established, and continue until the SCAN system is disconnected by hanging up the phone. Departments can reduce SCAN charges significantly by being aware of this and disconnecting the SCAN line immediately when unable to reach the number dialed.

2. ACADEMIC AFFAIRS COMMITTEE

Richard Hasbrouck reported that the Academic Affairs Committee has received many written comments and suggestions on the Academic Plan presented to the Faculty Senate at the December 11, 1985 meeting. The Committee will be meeting this quarter to review and revise the proposed Academic Plan.

3. CODE COMMITTEE

Jack Dugan reported that, due to the developments in the Refai court case, the Code Committee has temporarily suspended its revision of the lay-off section of the Code and has begun deliberating on Dean Jimmie Applegate's request for review of the eligibility of non-tenured and specially appointed faculty for merit, professional growth and promotion.

4. PERSONNEL COMMITTEE

Bill Vance reported that the Personnel Committee will hold a hearing on the issue of a fair and equitable merit system from 3:00-5:00 p.m., Monday, February 3, 1986, in SUB 204-205. The Personnel Committee will present a report on the results of this hearing at the February 26, 1986 Faculty Senate meeting.

5. CURRICULUM COMMITTEE

*MOTION NO. 2460 Robert Jacobs moved the approval of University Curriculum Committee pages 796-799 as distributed and pages 777-779 (Bachelor of Fine Arts, Option A-Studio Art only) with the following revisions as accepted by the Art Department:

-Page 777: Under "Bachelor of Fine Arts," paragraph 2, change "The B.F.A. degree program of 121 credits can be completed..." to read "The B.F.A. degree, Studio Arts Option, of 110 credits can be completed..."

-Page 779: Delete "Electives outside of Department by advisement --- 0-10;" change "Electives from 300-400 level Art courses by advisement --- 15-26" to read "Electives from 300-400 level Art courses by advisement --- 13-24;" change "TOTAL CREDITS" from 121 to 110.

Motion passed.

PAGE

777-779	B.F.A./Studio Art, Option A	Program Addition
796	CPSC 298	Course Addition
796	SPED 482	Course Change
796	POSC 379	Course Addition
797	WS 201	Course Addition
797	WS 499	Course Addition
797	B.A./Women's Studies Minor	Program Addition
798	SOSC 496	Course Addition
798	SOSC 491	Course Addition
798	AHSC 305	Course Addition
798	JAPN 398	Course Addition
799	BSED 429	Course Addition
799	B.A./School Health Ed. Major	Program Change
799	B.A./School Health Ed. Minor	Program Change
799	B.S./Community Health Ed. Major	Program Change
799	B.S./Community Health Ed. Minor	Program Change
799	B.A./Psychology Minor	Program Change

6. BUDGET COMMITTEE

Phil Backlund reported that the Budget Committee has been working on recommendations regarding professional growth increases. He explained that faculty members who are hired in at a salary level beyond the range for their rank are in the so-called "overlap" and are thus ineligible for professional growth increases, and full professors at step 34 or above are also ineligible.

*MOTION NO. 2461 Phil Backlund moved that the faculty in "overlap" remain ineligible for professional growth increases (except as provided for in Motion No. 2463 below).

*MOTION NO. 2462 Victor Marx moved and Jerry Brunner seconded a motion to refer Motion No. 2461 back to the Budget Committee for further deliberation and revision. Motion passed.

*MOTION NO. 2463 Phil Backlund moved that full professors at step 34 or above on the salary scale be made eligible for a professional growth increase every other time that professional growth increases are awarded. Eligibility will begin with the next professional growth increase.

*MOTION NO. 2464 Jerry Brunner moved and Clair Lillard seconded a motion to table Motion No. 2463 until the Budget Committee returns the revised version of Motion No. 2461. Motion passed.

OLD BUSINESS
None

NEW BUSINESS
None

ADJOURNMENT
The meeting was adjourned at 3:50 p.m.

***** NEXT REGULAR FACULTY SENATE MEETING: January 29, 1986 *****

FACULTY SENATE REGULAR MEETING
3:10 P.M., Wednesday, January 15, 1986
SUB 204-205

I. ROLL CALL

II. CHANGES TO AGENDA

III. APPROVAL OF MINUTES - December 11, 1985

IV. COMMUNICATIONS

- 12/10/85 letter from Anne Denman, Chair, Anthropology Department, re. restructuring the Faculty Senate
- 12/31/85 letter from J. Applesate, Dean of School of Professional Studies re. eligibility of non-tenured and specially appointed faculty for merit & professional growth increases and promotion

V. REPORTS

1. Chair

- First reminder: Election of Senate Executive Committee for 1986-87 at last meeting of Winter Quarter, March 12, 1986
- Legislative news
- Higher Education Coordinating Board (HECB) update
- Update on G.Z. Refai vs. C.W.U. court case
- Report on Edison Hall

2. Academic Affairs Committee

- Progress on the Academic Plan
- **** THE VOTE ON THE ACADEMIC PLAN HAS BEEN POSTPONED ****

3. Budget Committee

- Recommendations Regarding Professional Growth Increases (see attached motions)

4. Code Committee

5. Curriculum Committee

- UCC pages 777-779: Bachelor of Fine Arts, Option A- Studio Art (to be reduced); does NOT include UCC pages 780-781, Option B -Graphic Design
- UCC pages 796-799: CPSC 298, SPED 482, POSC 379, WS 201, WS 499, BA/Women's Studies Minor, SOSC 496, SOSC 491, AHSC 305, JAPN 398, BSED 429, BA/School Health Ed Major, BA/School Health Ed Minor, BS/Community Health Ed Major, BS/Community Health Ed Minor, Psychology Minor

6. Personnel Committee

VI. OLD BUSINESS

VII. NEW BUSINESS

VIII. ADJOURNMENT

SENATE BUDGET COMMITTEE -
Recommendations Regarding Professional Growth Increases

Two long-standing sore points have existed regarding the awarding of professional growth increases. First, faculty members who are hired in at a salary level beyond the range for their rank are in the so-called "overlap" and are thus ineligible for professional growth increases. This, some people feel, is undesirable. Second, full professors at step 34 or above are also ineligible for professional growth increases. Many of these professors feel this to be unjust.

After much discussion, the Senate Budget Committee recommends the following motions be addressed by the Faculty Senate:

MOTION #1: The Senate Budget Committee recommends that faculty in "overlap" remain ineligible for professional growth increases (except as provided for in Motion #2 below.)

MOTION #2: The Senate Budget Committee recommends that full professors at step 34 or above on the salary scale be made eligible for a professional growth increase every other time that professional growth increases are awarded. Eligibility will begin with the next professional growth increase.

ROLL CALL 1985-86

FACULTY SENATE MEETING OF January 15, 1986

____ John AGARS
____ ✓ Joel ANDRESS
____ Jay BACHRACH
____ ✓ Phil BACKLUND
____ ✓ Don BLACK
✓ ____ ✓ Jerry BRUNNER
____ ~~Todd CARLSON~~ Leslie Bashr
____ ✓ John CARR
____ Lori CLARK
____ ~~Joe DIXON~~ Jeff Morris
____ ✓ Barry DONAHUE
____ ✓ Jack DUGAN
____ ✓ A. James HAWKINS
____ Wayne FAIRBURN
____ ✓ Ken GAMON
____ Larry GOOKIN
____ ✓ Ken HARSHA
____ ✓ Richard HASBROUCK
____ ✓ Beverly HECKART
____ ✓ Mike HENNIGER
____ ✓ Jim HINTHORNE
____ ✓ Robert JACOBS
____ ✓ Richard JENSEN
____ ✓ George KESLING
____ ✓ Kelton KNIGHT
____ ✓ Clair LILLARD
____ ✓ Victor MARX
____ ✓ Wells McINELLY
____ Robert MITCHELL
____ Jim PETERSON
____ ✓ Willa Dene POWELL
____ ✓ Owen PRATZ
____ ~~Pam PUTNAM~~ Jeff Casey
____ ✓ Keith RICHARDSON
____ Sam RUST
____ ✓ Libby STREET
____ ✓ Ned TOOMEY
____ ✓ Bill VANCE
____ ✓ John VIFIAN
____ ✓ Tom YEH

____ ✓ Gary GALBRAITH → Bennett?
____ John KESSLER
____ ✓ Rae HEIMBECK
____ Roger GARRETT
____ Ron CAPLES-OSORIO
____ G.W. BEED
____ William BARKER
____ ~~Jeff MORRIS~~ Fred Green
____ Bernard MARTIN
____ Bill BENSON
____ Randolph WISCHMEIER
____ Shelley JONES
____ Barney ERICKSON
____ Robert PANERIO
____ Wayne KLEMIN
____ Walter EMKEN
____ Larry LOWTHER
____ David SHORR
____ Don RINGE
____ Jim BROWN
____ Barbara BRUMMETT
____ Rosco TOLMAN
____ Wolfseane FRANZ
____ Makiko DOI
____ Don WISE
____ Willard SPERRY
____ David GEE
____ Doug PAHL
____ Gary HEESACKER
____ Frank CARLSON
____ Jim EUBANKS
____ Denis THOMAS
____ Erlice KILLORN
____ William SCHMIDT

Please sign your name and return
this sheet to the Faculty Senate Secretary
directly after the meetings. Thank you.

January 15, 1986
DATE

VISITOR SIGN-IN SHEET

Nale Comstock

Kurt Richards

Don Schleisman

~~*Lyndal Schack*~~

Lyndal Schack

Central
Washington
University



Department of Anthropology
and Museum

Instructional Building, Rm. 309
Ellensburg, Washington 98926

(509) 963-3201

RECEIVED

DEC 12 1985

FACULTY SENATE

Dec. 10, 1985

Beverly Heckart, Chair
Faculty Senate
Campus

Dear Beverly,

This letter will confirm the resignation of the Senator from the Department of Anthropology, Clayton C. Denman, which you were notified of via a letter-copy last June.

The Department of Anthropology/Ethnic Studies Program has chosen not to elect a permanent Senator at this time. This decision relates to our collective assessment of the comparative worth of the present Faculty Senate structure within the University as a whole, and does not reflect on the Chair and Executive Committee's performance. We know, from your visit to our department last summer, that you share many of our concerns and within the limits of your authority, are attempting to address them. But as a department, we believe that structural changes in senate organization, and changes in the relationships of the Senate and the administration, are necessary before the faculty will have a significant place in the institutional structure as a whole.

Two major kinds of changes are needed:

1. The size of the Senate must be reduced, so that Senators are representative, issue-oriented perceptive, analytical persons who embody the best qualities of the faculty as a whole. Indeed, many individual members of the Senate have these qualities, but the present structure makes vague their relationships to departmental, individual, or all-faculty interests. The busy-work involved in Senate operations has meant a great deal of time devoted to repetitive discussion so all can be heard, and yet has made senate-wide decision-making unpredictable, indecisive, and often apparently capricious.

A reduction in size (we favor 12-15 senators) implies that some different system be used for election of senators. Alternatives include: election from the faculty at large, following issue-oriented campaigns; election with proportional representation from schools and colleges, and slates voted-on campus-wide; proportional representation with elections from within school/colleges; as well as other possibilities. Reduction in senate size and election of members would, we are convinced, give the Senate a stronger mandate, and make its decisions more meaningful, timely, responsive, and significant for the faculty as a whole.



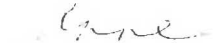
Beverly Heckart
Dec. 10, 1985
Page two

2. The faculty needs to have more than just a token role vis-a-vis administrative decision-making bodies. Our view is that the fragmentation of the faculty through its representative senate has weakened the position of Senate Chair as a faculty representative on the committees of which the Chair is a part. If the Chair were to be backed by a strong Senate, his or her potential power vis-a-vis the administration would be greatly increased.

It is a symbolic reflection of our collective feeling that the present Senate structure is basically ineffective, that we have chosen not to nominate or elect a permanent Senator at the present time. James Peterson has agreed to remain as Alternate; please send Senate materials to him.

We strongly urge the appropriate Senate Committees to consider again, proposals to re-structure the Senate to make it a more effective representative body for the faculty as a whole.

Sincerely,


Anne S. Denman, Chair

Central
Washington
University



Faculty Senate

Bouillon 240
Ellensburg, Washington 98926

(509) 963-3231

January 7, 1986

Anne Denman, Chair
Anthropology Department
Central Washington University
Ellensburg, WA 98926

Dear Anne:

Your letter of December 10 will be sent to the Code Committee for its consideration. I regret that your department does not see fit to elect a permanent faculty senator but am pleased that Jim Peterson has agreed to serve as alternate. Perhaps your department could find a fitting way to reward him for his service to the Senate despite your grave reservations concerning that organization's effectiveness.

Sincerely,

Beverly Heckart, Chair
Faculty Senate

cc: Jack Dugan, Chair, Code Committee

BH:sft

Central
Washington
University



Office of the Dean
School of Professional Studies
Ellensburg, Washington 98926
(509) 963-1411

December 31, 1985

Dr. Beverly Heckart
Faculty Senate
CAMPUS

Dear Dr. Heckart:

I believe that we need formal clarification of the eligibility of non-tenure track faculty such as those faculty employed as coaches, those employed with "continuing appointments without tenure", and those with "special appointments" for merit and professional growth. Let me be more direct; are faculty in the above categories (there may be more) eligible for equal consideration with other faculty to receive merit and professional growth salary adjustments? If the decision is that they are not then I recommend the Faculty Code be amended to state that position unequivocally. Current code language does not address this issue directly and, as a result, is open to varying interpretations.

Similar questions could be asked--and probably will be--regarding eligibility for promotion for faculty in "continuing appointments without tenure" and "special appointments."

In sum, I recommend that Section 4.50 Kinds of Appointments in the Faculty Code of Personnel Policy and Procedure, revised September 1, 1984 be reviewed and if action is to be taken, that it be done as soon as possible.

Thank you for your assistance.

Sincerely,

Jimmie R. Applegate, Dean
School of Professional Studies

dh

c Vice President Harrington

RECEIVED

JAN 15 1985

FACULTY SENATE

Rt. 6, Box 710
Ellensburg, WA 98926

December 26, 1985

Beverly Heckart
Chairperson, Faculty Senate
Central Washington University
Shaw/Smyser 100A
Ellensburg, WA 98926

Dear Beverly,

This week marked the start of that anachronism out of the past--a three-week break at the end of the fall quarter --the so-called Christmas break. In the past such a long break might have been needed, but today this is not so. Looking at the 1985-86 calendar it can be seen that by reducing this break to one week and by making the spring break only three days long, it is now possible to compact the academic year between September 30 and May 30. Each quarter will have as many instructional days as now prevails. If the winter quarter can start before Christmas, each quarter will have nearly the same number of instructional days.

A sample calendar would look like this:

Fall quarter begins September 30 and ends December 20. **This quarter would have 57 instructional days.** By ending December 13 and immediately starting winter quarter, the quarter would have 50 instructional days. In either case Christmas break would be one week starting December 20.

Winter quarter would begin December 30 and end March 15. Spring break would be three days.

Spring quarter would begin March 17 and end May 30. The advantages of this new calendar are as follows:

The academic year would be more compacted yet with more instructional days. Many students and faculty members need summer jobs. Finding a summer job is easier if one is able to go to work on June 1. The U.S. Forest Service and Department of Natural Resources, as examples, want their summer employees to be available on June 1, not June 15. The reasons for making this calendar change seem to be logical and necessary.

The summer session at this University appears to be in trouble. More students must be enrolled, however an increase in fees will only compound the problem.

One way to help might be to make the summer schedule more flexible and attractive. Summer session might begin on June 16. The first two weeks would be devoted entirely to short courses, workshops and seminars. The first session would be for four weeks and the next session also for four weeks. Summer school would end on August 22. Students could take a few credits--two weeks, or more credits--six weeks, or even more--10 weeks and still have some time for vacation in August.

Instructors who teach in the summer would be paid on the basis of the number of credits taught. If 15 credits is a full quarter load during the academic year then an instructor who taught 15 credits during the summer session would receive the same pay he received during the academic year--one-third of his yearly salary. For many years instructors have been teaching a full quarter load in the summer for two-thirds pay.

There are rumors in Olympia that some legislators in Olympia would like to eliminate the summer quarter entirely at CWU. What they may insist on is the number of 12-month employees be reduced in the same fashion as the number of instructors is reduced to fit the size of the student body. It would seem that a way to forestall the elimination of summer session would be to make the changes in calendar and employee numbers as has been suggested here.

Sincerely,



Dean Stinson
Professor Emeritus

cc: Donald Garrity
Ed Harrington
Lou Bovos

Central
Washington
University



Faculty Senate

Bouillon 240
Ellensburg, Washington 98926

(509) 963-3231

TO: Senate Curriculum Committee
FROM: Senate Executive Committee
DATE: December 4, 1985
RE: Amended Charge

Attached to this memorandum is a copy of a proposal drawn up by Libby Nesselroad concerning the policy on credit hours required for old and new degrees.

Would the Curriculum Committee please consider whether or not this idea would be a wise replacement for the policy currently stated in the Curriculum Guide. If so, please bring the suggested new guidelines to the Faculty Senate for its approval before a vote on anymore degree programs occurs.

cc: Curriculum Committee-
Ron Caples, Education
Barry Donahue, Computer Science
Robert Jacobs, Political Science
Miles Turnbull, Communications
Dick Wasson, Accounting

November 26, 1985

To: Faculty Senate Executive Committee

From: Libby Nesselroad *Libby*
Department of Psychology

Re: Restructuring our Concept About the "Size of a Major?" A Modest Proposal

HISTORY

For a number of years, involving a number of committees, the issue of appropriate size for an academic major has been discussed. The most recent action occurred after prolonged debate in the Faculty Senate Curriculum Committee and the Faculty Senate. The major concern at that time seemed to relate to degrees which required "extended professional instruction" (Curriculum Planning and Procedures, Spring, 1985). At the time when consensus was finally achieved, the following rules were placed into effect:

The Bachelor of Arts (B.A.) degree designation is reserved for those undergraduate programs which consist primarily of liberal arts study. They include approximately one-third study of general education, one-third study in a specialization, and one-third study in free electives. Majors may not exceed 75 quarter credits and the minimum number of credits required for the degree is 180.

The Bachelor of Science (B.S.) degree designation is reserved for those undergraduate programs which emphasize the study of science, or a technical or professional field. They include the general education program, a specialization, and free elective courses. Majors may not exceed 110 quarter credits. Usually the recipient of the B.S. is ready for immediate entrance into a career in the field of specialization. The minimum number of credits required for the degree is 180.

Other Bachelor's degrees may be offered where extended professional instruction can be shown to be necessary to qualify students to engage in specific professional or occupational fields for which neither the Bachelor of Arts nor the Bachelor of Science designation is appropriate. No more than 110 credits beyond the general college breadth requirements may be specified in a program for such degrees. Although all of these credits may be in one department, programs of large size should draw as widely as possible from the resources of other departments.

Exceptions to the credit limits for major concentrations for all undergraduate degrees may be granted by the University Curriculum Committee and the Senate upon a showing of necessity by the proposing department which shall include, but not be limited to, documentary evidence of the following:

1. Standards established by a national accrediting organization for the program. The accreditation process must accredit the program, not the student.
2. Programs of similar content and size offered at comparable institutions of higher education.
3. Contemporary employment practices in the involved profession.

The Bachelor of Arts in Education (B.A.Ed.) degree designation is reserved for three undergraduate programs which are intended to prepare teachers (Early Childhood Education, Elementary Education and Special Education). They include the general education program, professional specialization not to exceed 65 quarter credits, professional education study, and free elective courses. The minimum number of credits required for the degree is 180.

The Bachelor of Music (B.Mus.) degree designation is reserved for those undergraduate programs which are intended to prepare students for professional careers in music. They include the general education program, a specialization and free elective courses. Majors shall be limited according to the policy governing professional degrees (see below). The minimum number of credits required for the degree is 180.

Since these rules were established in the Spring of 1985, three exceptions have come to the Senate Curriculum Committee and other appropriate University committees for consideration. Two have been supported; one is pending. It seems evident that three exceptions in such a short period of time establishes a common law which is in direct conflict to the written rule. Indeed, exceptions are allowed for given departments as evidenced in the guidelines quoted above. The number and diversity of acceptable explanations to have a larger than prescribed major allows the department fair flexibility in building a case that is acceptable to the committees.

This proposal suggests an alternative approach to establishing a credit limit on majors which maintains the liberal arts emphasis at Central Washington University while allowing these professional and conservatory degrees to be included in the University options.

PROPOSAL

Central Washington University has built its undergraduate program on the concept of the importance of a liberal education. The undergraduate degree, in any field, is viewed first as an arena whereby basic competence and broad exposure can be gained. Second, it provides an opportunity for the student to develop expertise in one or more subject areas. The vehicle through which the University achieves these goals is the prescription of a basic and breadth curriculum, an opportunity for each student to complete elective courses, and a number of designated majors and minors.

In recent years, the nature of the basic and breadth curriculum has been modified in keeping with changing perspectives. However, the overall structure and intent have remained constant. Currently, students are required to complete 19 credits in basic skills and 45 in a moderately prescribed breadth curriculum, for a total of 64 credits.

Similarly, guidelines have been loosely established about the number of credits which a student should be able to elect during the bachelor's degree for which no specific prescription exists. These electives may or may not relate to the student's major area of interest. Current sentiment is that they should not be classes required in the major or minor. The important concept is that some credits be allowed for "free choice." Students might take classes that relate to daily living, personal growth, economic issues, and so forth, classes which meet the individual student's life education needs.

The last two components of the undergraduate degree are the major and minor which the student selects. The major, in some departments, is sufficiently expansive that a minor is not required. There is wide variation in the number of credits required for a major. These variations relate to the degree of technical expertise needed to acquire a particular skill, the requirements imposed by hiring practices, and the requirements of accrediting bodies. While one may argue that outside influences should not effect the manner in which degree programs are constructed, the practical implications cannot be ignored. It also cannot be ignored that degree programs which have themore extensive requirements at the bachelor's degree level must "beg" the credits from some other part of the program or extend the traditionally held credit requirement for bachelor's study.

Historically, the point has been argued by holding the 180 credit requiriment for graduation as sacred and attempting to fit basic and breadth, electives, major, and minor within those confines. At the same time, proposals are offered for technical, studio, and conservatory degrees which enhance the overall appeal of Central both internally and externally. These degrees typically stretch the imposed limits on size of a major.

A simple restructuring of the concept of a bachelor's degree may free the University to be steadfast in its support of basic, breadth, and elective courses without hampering the development of complete programs in other areas. To do so, the 180 credit requirement would necessarily be suspended. In fact, one might argue that 180 credits was never intended as an upper limit, only a lower limit. The program would be built in the following manner:

I. Basic and Breadth Requirements	<u>64</u> Credits
II. Electives	<u>12</u> Credits
III. Major	<u>104</u> Credits
IV. Minor	<u>16</u> Credits

- I. Basic and Breadth requirements are currently at 64 credits. However, changing perspectives of "general" competency may result in additions or deletions and consequently credit allocation changes. The flexibility to keep pace with current concerns is essential if the program is to remain dynamic.
- II. There seems to be no current agreement on the number of credits which should be reserved in the bachelor's degree. Some consensus about this number would be necessary if this plan were to be implemented.
- III. The number of credits in the major would continue to be subject to inspection. Departments would be required to provide evidence, as they currently do, that their requirements are in keeping with reasonable standards and a logical conceptual base. However, a number limit would not be imposed. As a result, some programs could have a sufficiently large credit requirement that completing the degree within 180 credits would be impossible. Ethical consideration would require those majors to be advertised as "a five year program" or as "programs which cannot typically be completed in four years."

This approach will allow the departments to develop a major which they believe to be both necessary and sufficient for the student who will hold a bachelor's degree in the field of study. At the same time, those departments and consequently their accrediting bodies, hiring agencies, and other standard setting organizations will come under "market control." If in fact students do not select the programs and agencies are unable to hire personnel, compromises might be reached. Perhaps better instruction will be designed previously "important" courses will be reviewed, and more selective task analyses will be developed. For any person to argue the merits or demerits of a given major without access to the contingencies that effect the department and the expertise of its faculty usually results in arguing from a point of ignorance. This proposal allows the individual department to accept both the right and the responsibility of program building without jeopardizing the current wisdom about liberal arts education.

- IV. Minors would continue to exist as opportunities for exposure to a field of study with designated limits of "x" credits.

This proposal requires three major changes in thinking:

1. A specified number of free elective credits would be established and irreducible.
2. 180 credits would be viewed as a minimum, not a maximum.
3. No exceptional proofs are necessary dependent on the number of credits in the major.

October 24, 1985

CURRICULUM PROPOSALS APPROVED BY THE UNIVERSITY CURRICULUM
COMMITTEE AND FORWARDED TO THE SENATE

COMPUTER SCIENCE

COURSE ADDITION

CPSC 298. SPECIAL TOPICS (1-6)

SPECIAL EDUCATION

COURSE CHANGE - Three changes
AS IT APPEARS

SPED 482. Public Law 94-142: Implications for School Personnel (1). Prerequisite Junior standing or permission of instructor. Analysis of PL 94-142, (The Vocational Rehabilitation Act, Amended 1973) Sections 502, 503, 504.

PROPOSED

SPED 482. Due Process of Law and Special Education (2). Prerequisite, Junior standing or permission of instructor. Analysis of the effect upon handicapped students and school personnel of due process clauses in State and Federal laws.

POLITICAL SCIENCE

COURSE ADDITION

POSC 379. US, USSR, and Nuclear War (3). Soviet-American relations in the context of the nuclear arms race, strategic arms negotiations, and related domestic factors within each country.

CURRICULUM PROPOSALS APPROVED BY THE UNIVERSITY
CURRICULUM COMMITTEE AND FORWARDED TO THE SENATE

WOMEN STUDIES
COURSE CHANGES

WS 201. Introduction to Women Studies (3). A survey of Women Studies from a multidisciplinary perspective.

WS 499. Seminar (1-5). May be Repeated.

PROGRAM CHANGE
AS IT APPEARS
Bachelor of Arts

Women Studies
Minor

Students selecting this minor must complete PSY 101 as a prerequisite course.

Required	Credits
HIST 346, Women in American History	3
SOC 356, Sex Roles in Society	5
ANTH 356, Sex Roles in Cross Cultural Perspective	4
PSY 483, Psychology of Women	3
Select 10 credits of electives by advisement from the following courses	10
(HOFS 335 has a prerequisite of HOFS 234 and PSY 448 has a prerequisite of PSY 301.)	

ANTH/HOFS 333, Culture and Marriage	3
HOFS 335, Problems in Divorce	3
HOFS 431, Human Sexuality	4
PSY 448, Sexual Behavior	4
SOC 248, Marriage and Families	5
SOC 326, Population	5
POSC 458, Sex Discrimination and the Law	3

25

Special courses may be offered by departments from time to time which may be used as part of the student's elective program with the permission of the Director of Women Studies.

PROPOSED
Bachelor of Arts
Women Studies Minor

Students selecting this minor may be required to complete PSY 101 as a prerequisite to PSY 483.

Required:	Credits
* WS 201. Introduction to Women Studies	3
* WS 499. Seminar	2
HIST 346. Women in American History	3
SOC 356. Sex Roles in Society	5
ANTH 356. Sex Roles in Cross Cultural Perspective	4
PSY 483. Psychology of Women	3

Electives:
Select 5 credits of electives by advisement from the following courses.. 5

(HOFS 335 has a prerequisite of HOFS 234 and PSY 449 has a prerequisite of PSY 101)

ANTH/HOFS 333. Culture and Marriage	3
HOFS 335. Problems in Divorce	3
HOFS 431. Human Sexuality	4
PSY 448. Sexual Behavior	4
SOC 248. Marriage and Families	5
SOC 426. Birth Control and Population	5
POSC 458. Sex Discrimination and the Law	3

Total 25

Special courses may be offered by departments from time to time which may be used as part of the student's elective program with the permission of the Director of Women Studies.

November 7, 1985

798

CURRICULUM PROPOSALS APPROVED BY THE UNIVERSITY
CURRICULUM COMMITTEE AND FORWARDED TO THE SENATE

SOCIAL SCIENCE
COURSE ADDITIONS

SOSC 496. Individual Study. (1-6)

SOSC 491. Workshop. (1-6)

ALLIED HEALTH SCIENCES
COURSE ADDITION

AHSC 305. Medical Terminology (3). Two hours lecture, audio-tutorial tapes and a discussion period to be arranged. Students may not receive credit for both BISC 305 and AHSC 305.

FOREIGN LANGUAGES
COURSE ADDITION

JAPN 398. Special Topics (1-6)

November 21, 1985

799

CURRICULUM PROPOSALS APPROVED BY THE UNIVERSITY
CURRICULUM COMMITTEE AND FORWARDED TO THE SENATE

BUSINESS EDUCATION AND ADMINISTRATIVE MANAGEMENT
COURSE ADDITION

BSED 429. Teaching Keyboarding in the Elementary Classroom (1). Prerequisite:
Basic competency in keyboarding or typewriting. Methods and materials for teaching
keyboarding on microcomputers.

PHYSICAL EDUCATION, HEALTH EDUCATION AND LEISURE SERVICES
PROGRAM CHANGES

TO

Bachelor of Arts

School Health Education Major and School Health Education Minor

Bachelor of Science

Community Health Education Major and Community Health Education Minor

The change is the addition of one (1) credit to each major and minor since the passage
of the course change to BISC/H ED 324 from four (4) credits to five (5) credits.

PSYCHOLOGY
PROGRAM CHANGE
AS IT APPEARS

Minor

PSY 101 General Psychology	5
PSY 300 Research Methods in Psychology	4
Electives in Psychology	6 or 11
	<hr/> 15 or 20

PROPOSED

Minor

PSY 101 General Psychology	5
PSY 300 Research Methods in Psychology	4
Upper Division electives in Psychology	11
	<hr/> 20

CURRICULUM PROPOSALS APPROVED BY THE UNIVERSITY
CURRICULUM COMMITTEE AND FORWARDED TO THE SENATE

ART

COURSE ADDITION

ART 495 Studio Project (1). Prerequisite, permission of advisor. To be taken only by students enrolled in the B.F.A. Program during their last quarter. Preparation of a professional portfolio and presentation of a body of work suitable for exhibition.

PROGRAM ADDITION

BACHELOR OF FINE ARTS Option A - Studio Art and Option B - Graphic Design Major

BACHELOR OF FINE ARTS

This Degree Program is designed to prepare students for professional specialization in a chosen field of art. OPTION A - STUDIO ART is recommended for students planning to pursue a Master of Fine Arts Degree and to teach at the college level. OPTION B - GRAPHIC DESIGN is recommended for students planning careers as professional commercial artists in Design, Illustration or Advertising Art Directing.

The B.F.A. degree program of 121 credits can be completed along with General Education requirements in four years under normal circumstances. In order to be accepted into either option students must complete the prerequisite courses listed under each option, select an advisor in their area of concentration and develop a course of study with the approval of their advisor that is suitable for their educational needs and personal objectives.

* Studio Project Study, Art 495, must be taken during the last quarter of the program with prior approval of the advisor. In addition to the completion of coursework, an exhibition of the student's work in a group B.F.A. show and presentation of a slide portfolio accompanied by a brief written statement are required for the B.F.A. Degree.

A more detailed procedural outline and time schedule for the program is available from the Art Department.

CURRICULUM PROPOSALS APPROVED BY THE UNIVERSITY
CURRICULUM COMMITTEE AND FORWARDED TO THE SENATE

OPTION A - STUDIO ART

The major areas of concentration are: Drawing, Painting, Sculpture, Ceramics, Metalsmithing, Wood Design, Printmaking, Photography and Mixed Media. A mixed media concentration permits a student to integrate two or more areas in a unified and individualized program of study.

Before enrolling in this option students must complete the following:

Drawing-----12 credits

Art 150, 250, 350, 450

Design-----6-7

Art 170

Select from:

Art 270, 272, 449

Painting-----6

Select from:

Art 260, 261, 262, 263

Sculpture-----6

Art 280, 281

Crafts-----6

Select from:

Art 265, 365, 341, 441, 347, 447

Printmaking and Photography-----6

Select from:

Art 285, 385, 485, 287, 387, 225, 325,
388, 300

Art History-----8

Art 235, 336

These courses are included in the Program Description which follows.

CURRICULUM PROPOSALS APPROVED BY THE UNIVERSITY
CURRICULUM COMMITTEE AND FORWARDED TO THE SENATE

STUDIO ART

Drawing -----	15 credits
Art 150, 250, 350, 450 Drawing	
Design -----	6-7
Art 170 Design	
Select from the following:	
Art 270 Design	
Art 272 Perspective	
Art 449 Principles of Color	
Art History -----	20
Select from the following:	
Art 235 Ancient and Medieval Art	
Art 314 Art Since 1945	
Art 336 Renaissance through Mid-19th Century	
Art 337 Contemporary Art	
Art 357 African and Oceanic Art	
Art 415 Painters & Printmakers of Northern Europe	
Art 453 Art in the United States	
Art 455 Art of Japan	
Art 456 History of Eastern Art	
Seminar -----	4
Art 499 Seminar	
Painting -----	6
Select from the following:	
Art 260, 261 Painting	
Art 262, 263 Watercolor	
Sculpture -----	6
Art 280, 281 Sculpture	
Printmaking and Photography -----	6
Select from the following:	
Art 285 Printmaking	
Art 287, 387 Intaglio Printing	
Art 225, 325 Photography	
Art 300 Papermaking	
Art 385, 485 Serigraphy	
Art 388 Lithography	
Crafts -----	6
Select from the following:	
Art 265, 365 Pottery	
Art 341, 441 Design--Wood	
Art 347, 447 Metalsmithing	
Courses in Area of Concentration -----	26
* Studio Project Study	
Art 495 -----	1
Electives from 300-400 level Art courses by advisement -----	15-26
Electives outside of Department by advisement -----	0-10
	<u>121</u> TOTAL CREDITS

CURRICULUM PROPOSALS APPROVED BY THE UNIVERSITY
CURRICULUM COMMITTEE AND FORWARDED TO THE SENATE

OPTION B- GRAPHIC DESIGN MAJOR

In order to be accepted into this option and prior to registering for the Graphic Design sequence (Art 370, 371, 372), students must complete the following:

Drawing-----	12 credits
Art 150, 250, 350, 450	
Design-----	9
Art 170, 270, 272	
Art History-----	4
Art 337	
Painting-----	6
Select from:	
Art 260, 261, 262, 263	
Photography-----	3
Art 225	
Lettering-----	3
Art 277	
Illustration-----	3
Art 351	
Sculpture-----	3
Art 280	
Crafts-----	3
Select from:	
Art 265, 341, 347	

These courses are included in the Program Description which follows:

CURRICULUM PROPOSALS APPROVED BY THE UNIVERSITY
CURRICULUM COMMITTEE AND FORWARDED TO THE SENATE

GRAPHIC DESIGN MAJOR

Drawing-----	15 credits
Art 150, 250, 350, 450 Drawing	
May include:	
Art 451 Illustration	
Design-----	16
Art 170, 270 Design	
Art 272 Perspective Graphics	
Art 449 Principles of Color	
Art 472 Advanced Design	
Illustration-----	3
Art 351 Illustration	
Art History -----	12
Art 314 Art Since 1945	
Art 337 Contemporary Art	
Art 453 Art in the United States	
Painting -----	6
Art 260, 261 Painting	
Art 262, 263 Watercolor	
Sculpture-----	3
Art 280 Sculpture	
Crafts -----	3
Select from:	
Art 265 Pottery	
Art 341 Wood Design or	
Art 347 Metalsmithing	
Photography-----	6
Art 225, 325 Photography	
Graphic Design Sequence -----	15
Art 370 Layout & Design	
Art 371 advanced Layout	
Art 372 Production Techniques	
Contracted Field Experience, Art 490 -----	15
Area of Concentration:	
Art 496 Individual Study -----	11
* Art 495 Studio Project -----	1
Electives in Art -----	6-10
Business or Marketing Electives -----	5
by advisement	
Elective by advisement -----	0-4
	<u>121</u> TOTAL

RECEIVED

MAY 23 1985

FACULTY SENATE

MINUTES

UNIVERSITY CURRICULUM COMMITTEE

Thursday, May 9, 1985

PRESENT: B. Erickson, P. Vincent, O. Jakubek, J-M. Esch, C. Roberts, J. Brennan, M. Henniger

ABSENT: K. Adamson, Bo Beed, L. Bundy, L. Nesselroad

GUESTS: J. Agars, H. Smith and Elaine Jones - CPE

I. CHANGES TO AGENDA

Art was moved to first on the agenda to accommodate guest from CPE.

II. APPROVAL OF MINUTES

Minutes approved after correcting Unfinished Business.

III. UNFINISHED BUSINESS AND COMMUNICATIONS

ENGLISH, 1/22/85 - C. Roberts -- ON HOLD

IV. CURRICULUM MATERIALS CONSIDERED

ART

COURSE ADDITION

ART 495. Studio Project (1). Prerequisite, permission of advisor. To be taken only by students enrolled in the B.F.A. Program during their last quarter. Preparation of a professional portfolio and presentation of a body of work suitable for exhibition.

C. Roberts moved, J. Brennan seconded, for approval of the above course addition; 5-0-0, motion approved.

PROGRAM ADDITION

BACHELOR OF FINE ARTS; Option A - Studio Art and Option B - Graphic Design Major

This Degree Program is designed to prepare students for professional specialization in a chosen field of art. OPTION A - STUDIO ART is recommended for students planning to pursue a Master of Fine Arts Degree and to teach at the college level. OPTION B - GRAPHIC DESIGN is recommended for students planning careers as professional commercial artists in Design, Illustration or Advertising Art Directing.

The B.F.A. degree program of 121 credits can be completed along with General Education requirements in four years under normal circumstances. In order to be accepted into either option students must complete the prerequisite courses listed under each option, select an advisor in their area of concentration and develop a course of study with the approval of their advisor that is suitable for their educational needs and personal objectives.

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UNIVERSITY CURRICULUM COMMITTEE

May 9, 1985

-2-

OPTION A - STUDIO ART

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Design-----6-7

Art 170

Select from:

Art 270, 272, 449

Painting----- 6

Select from:

Art 260, 261, 262, 263

Sculpture----- 6

Art 280, 281

Crafts----- 6

Select from:

Art 265, 365, 341, 441, 347, 447

Printmaking and Photography----- 6

Select from:

Art 285, 385, 485, 287, 387, 225, 325,
388, 300

Art History----- 8

Art 235, 336

These courses are included in the Program Description which follows.

STUDIO ART

Drawing -----	15 credits
Art 150, 250, 350, 450 Drawing	
Design -----	6-7
Art 170 Design	
Select from the following:	
Art 270 Design	
Art 272 Perspective	
Art 449 Principles of Color	
Art History -----	20
Select from the following:	
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Art 314 Art Since 1945	
Art 336 Renaissance through Mid-19th Century	
Art 337 Contemporary Art	
Art 357 African and Oceanic Art	
Art 415 Painters & Printmakers of Northern Europe	
Art 453 Art in the United States	
Art 455 Art of Japan	
Art 456 History of Eastern Art	
Seminar -----	4
Art 499 Seminar	
Painting -----	6
Select from the following:	
Art 260, 261 Painting	
Art 262, 263 Watercolor	
Sculpture -----	6
Art 280, 281 Sculpture	
Printmaking and Photography -----	6
Select from the following:	
Art 285 Printmaking	
Art 287, 387 Intaglio Printing	
Art 225, 325 Photography	
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Art 385, 485 Serigraphy	
Art 388 Lithography	
Crafts -----	6
Select from the following:	
Art 265, 365 Pottery	
Art 341, 441 Design--Wood	
Art 347, 447 Metalsmithing	
Courses in Area of Concentration -----	26
* Studio Project Study	
Art 495 -----	1
Electives from 300-400 level Art courses	
by advisement -----	15-26
Electives outside of Department	
by advisement -----	0-10
	<u>121</u> TOTAL CREDITS

Rank and Step Distribution of CWU Faculty, 1985/86
 (Inclusive of ranked faculty 1/2 FTE+, faculty on leave and grants.
 Excluded are: administrators, coaches, and faculty on phased retirement.

STEPS	Lect./Instr.	Assistant	Associate	Professor
8	I			
9	ONLY MERIT ↓			
10				
11		II		
12		III		
13		III		
14		III		
15		III + 1/2		
16	ONLY MERIT ↓	III II		
17				
18		III III + 1/2		
19		III III		
20		I		
21		III III		
22		III II		
23	1/2 (B. Adm.)	I (B. Adm.)		
24		II (I. E. T.)		
25		III (B. Adm. Math, Music)		
26		II (B. Adm. I. E. T.)		
27		II (Psych)		
28				
29				
30				
31				
32		I (Computer Sci)		
33	INELIGIBLE FOR GROWTH STEPS: 5 1/2 (100%)			
34				
35				
36				
37				
38				
39				
40				
T	5 1/2	67	96	150

SUMMARY

Rank	Total	Ineligible for GR.
L/Ins	5.5	5.5
Asst	67	43.5
Assoc	96	32
Prof	150	46
T	318.5	127.0
		(40%)

61-S. Office of Personnel Management: Salary Table No. 70 (Dec. 1984)

SCHEDULE OF ANNUAL RATES BY GRADE

GENERAL SCHEDULE

GRADE	Rates Within Grade and Waiting Period for Next Increase										Amount of Within Grade Increase
	52 Weeks			104 Weeks			156 Weeks				
	1	2	3	4	5	6	7	8	9	10	
1	9339	9650	9961	10271	10582	10764	11071	11380	11393	11686	VARIED
2	10501	10750	11097	11393	11521	11860	12199	12538	12877	13216	VARIED
3	11458	11840	12222	12604	12986	13368	13750	14132	14514	14896	382
4	12862	13291	13720	14149	14578	15007	15436	15865	16294	16723	429
5	14390	14870	15350	15830	16310	16790	17270	17750	18230	18710	480
6	16040	16575	17110	17645	18180	18715	19250	19785	20320	20855	535
7	17824	18418	19012	19606	20200	20794	21388	21982	22576	23170	594
8	19740	20398	21056	21714	22372	23030	23688	24346	25004	25662	658
9	21804	22531	23258	23985	24712	25439	26166	26893	27620	28347	727
10	24011	24811	25611	26411	27211	28011	28811	29611	30411	31211	800
11	26381	27260	28139	29018	29897	30776	31655	32534	33413	34292	879
12	31619	32673	33727	34781	35835	36889	37943	38997	40051	41105	1054
13	37599	38852	40105	41358	42611	43864	45117	46370	47623	48876	1253
14	44430	45911	47392	48873	50354	51835	53316	54797	56278	57759	1481
15	52262	54004	55746	57488	59230	60972	62714	64456	66198	67940	1742
16	61296	63339	65382	67425	69468*	71511*	73554*	75597*	77640*		2043
17	71804*	74197*	76590*	78983*	81376*						2393
18	84157*										

*The rate of basic pay payable to employees at these rates is limited to \$68,700.00, the rate payable for level V of the Executive Schedule.